

Keeping Business-Led Boards at the Center of WIOA



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Board Roles According to WIOA

- 1) *DEVELOP A PLAN (OR REGIONAL PLAN) AND SUBMIT TO GOVERNOR***
- 2) *WORKFORCE RESEARCH AND REGIONAL LABOR MARKET ANALYSIS***
- 3) *CONVENING, BROKERING, LEVERAGING***
- 4) *EMPLOYER ENGAGEMENT***
- 5) *CAREER PATHWAYS DEVELOPMENT***
- 6) *PROVEN AND PROMISING PRACTICES***
- 7) *TECHNOLOGY***
- 8) *PROGRAM OVERSIGHT***
- 9) *NEGOTIATION OF LOCAL PERFORMANCE ACCOUNTABILITY MEASURES***
- 10) *SELECTION OF OPERATORS AND PROVIDERS***
 - 1) *SELECTION OF ONE-STOP OPERATORS***
 - 2) *SELECTION OF YOUTH PROVIDERS***
 - 3) *IDENTIFICATION OF ELIGIBLE PROVIDERS OF TRAINING SERVICES***
 - 4) *IDENTIFICATION OF ELIGIBLE PROVIDERS OF CAREER SERVICES***
 - 5) *CONSUMER CHOICE REQUIREMENTS***
- 11) *COORDINATION WITH EDUCATION PROVIDERS***
- 12) *BUDGET AND ADMINISTRATION***
- 13) *ACCESSIBILITY FOR INDIVIDUALS WITH DISABILITIES***

WHAT SHOULD BOARDS BE TALKING ABOUT?

BOARD BASICS

- Size
- Membership
- Should They Focus More On
 - Big Picture/Business Needs/Strategic Issues
 - Sector Development/Community Development
- What is Board's Role in
 - Planning/Oversight of WIOA Programs/Performance
 - Driving Alignment Through MOU Process
 - Reducing Bureaucratic Inertia
- What Do They Need to Become Even More Successful in the Future?

Strategic Concerns

- ❖ Where will the Jobs Be? Where's the Money for Training? How Best to Use Resources
- ❖ Good Jobs Challenge/Career Pathways/Addressing Market Realities
- ❖ Regional Planning vs. Low-Income Neighborhoods Focus
- ❖ Will Workforce Development Become Community Development?
- ❖ The Mix of Work-Based Learning vs. Classroom Learning and Board's Balancing Act
- ❖ DEI: A Board Role?
- ❖ Other?

Technology Vs. Direct Service

- Will we become a virtual workforce development world?
 - Do we need comprehensive career centers or more of a neighborhood approach (libraries, CBO's, etc.)?
 - Do younger works want services on their cell phones?
- Could technology improve training (OJT, internships, pre-apprenticeship) and post placement services?
- Information overload—a data debacle?
 - Integrating information systems
 - Reducing staff time on record keeping

How Is Your Board Responding to Jobs Resulting From...

- 1. AMERICAN RESCUE PLAN ACT (ARPA)**
- 2. INFRASTRUCTURE INVESTMENT AND JOBS ACT**
- 3. CREATING HELPFUL INCENTIVES TO PRODUCE SEMICONDUCTORS (CHIPS) FOR AMERICA ACT**
- 4. BUDGET RECONCILIATION ACT (BUILD BACK BETTER)**

What is a Good Job in Your View?

According to a Brookings Institution Study released in 2019, almost half of U.S. workers ages 18 to 64 are employed in low-wage jobs. Should new approaches that focus on opportunities to improve job quality be included in today's workforce strategies?

“Good” jobs—

- stable schedules,
- wages that keep workers and families out of poverty,
- skill development opportunities,
- job flexibility

These are increasingly hard to find. ***A singular focus on preparing low-income workers for securing high-quality jobs is not a sustainable field-wide strategy.***

Should Business Services Focus on “Good Jobs” Employers?

What workers want

- Higher Wages Training
- Advancement Opportunity
- Safety
- Recognition
- Better Benefits

What businesses can do

- Ensure safety at any cost
- Listen to/empower employees
- Be transparent
- Provide access to training
- Offer competitive wages and benefits

Regions and Neighborhoods

Coordination with adjoining boards or fewer workforce areas?

- ✓ Employment growth areas
- ✓ Low-income neighborhoods
- ✓ Transportation Links
- ✓ Child care availability



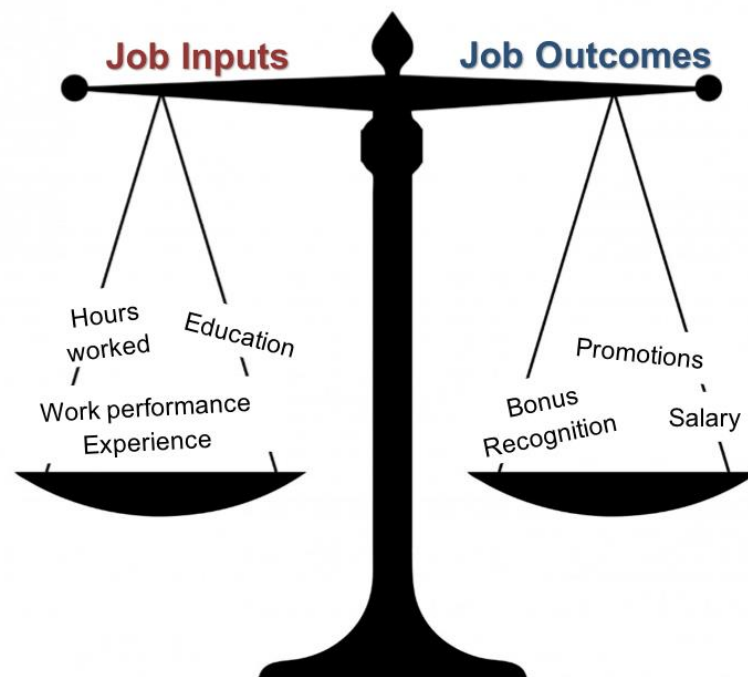
Work-Based Learning

- Evaluate efforts to address skill and worker shortages in key economic sectors? Are sectors supportive?
- What do we need to do to “sell” OJT, organize customized training programs, develop work experience, try-out employment and internships on a significant scale?
- What can we do to help low-wage workers combine jobs with education and training opportunities? What priority should it get?

DEI:

IS THERE A ROLE FOR THE BOARD?

- ✓ Who comes to our career centers?
- ✓ Who do we send to training vs. refer to a job?
- ✓ Who gets sent to what type of career training or job?
- ✓ Who is referred to a partner provider vs. enrolling in WIOA?



Community Development as Workforce Development

- Should we focus more on addressing the multiple barriers that low-income families face instead of spending time on priority of service?
- Form strong agency/community partnerships
- Set goals broader than WIOA performance:
 - Child care, pre-school, K-12
 - Available medical care,
 - Improved transportation
 - Expanded senior and intergenerational assistance
 - Entrepreneurship and small business attraction
 - Impactful youth programs
 - Employment goals including income and retention gains for part time and low income residents

A NICHE FOR WIOA?

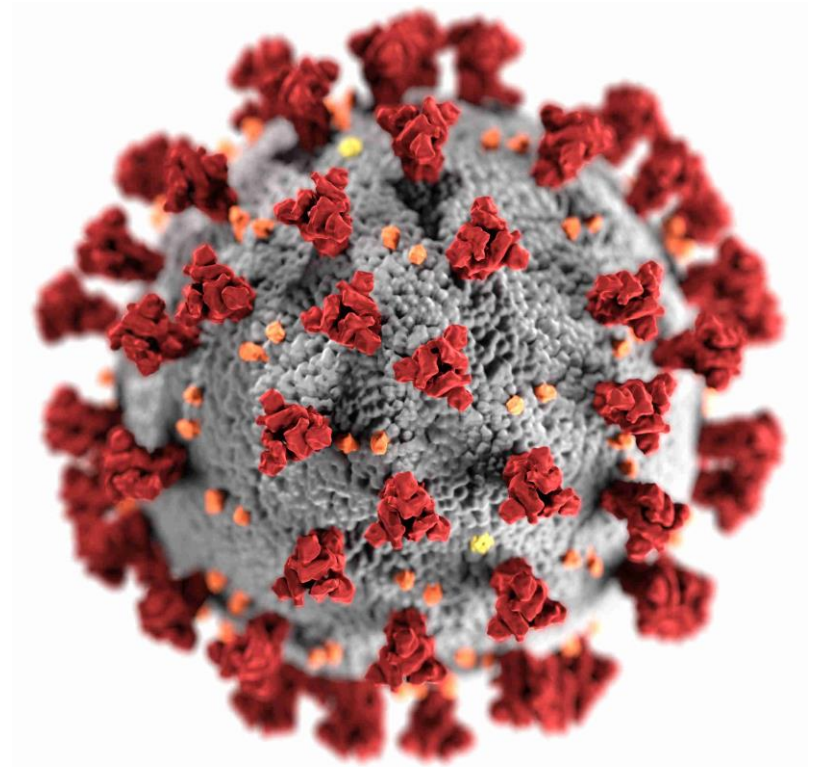
- Work-Based Learning Opportunities
 - Apprenticeship Sometimes
 - OJT Often
 - WEX, Internships etc. Often
- Transition Jobs
- Incumbent Worker Training
- Jobs for Immigrants
- Community Development Strategies

Outside Forces Can Alter the Best Laid Plans

- COVID

But also:

- Technology
- Globalization
- Government Policy
 - Wage & Hour Laws
 - UI
 - Workers Compensation
- Transportation
- Housing
- Health Care
- Other _____





ABOVE ALL ELSE THE BOARD MUST

